

Date	Time	From	To	Subject	Data
18/11/2021	11:00	Exeter Guild	Exeter University Staff Member/s	19.01.2021 Public Speaking Society Event	Us sending across the RA for this event for info as the speaker could be considered High Profile, it's in the Great Hall and they are expecting a few hundred attendees. Any questions, let me know
18/11/2021	12:08	Exeter University Staff Member/s	Exeter Guild	RE: 19.01.2021 Public Speaking Society Event with Dan Pena	I have a few concerns regarding this speaker, having watched some of his videos, and listened to previous 'inspirational and motivational' talks he has attended.. My concerns are around the topics being discussed and potentially triggering with impressionable attendees, with mental health concerns, with talks about suicide and 'doing it right' and also covering violent beliefs. References to 'not believing in equal rights', 'tough love' and calling students 'snowflakes'. Use of profanities when speaking. Admits to poking fun at various races and cultures, with no remorse. Use of props – has been known to use an imitation handgun and talked about 'doing it right'? Is there a list of topics he will be using to 'inspire' attendees on prior to this event?
18/11/2021	12:24	Exeter University Staff Member/s	Exeter University Staff Member/s	RE: 19.01.2021 Public Speaking Society Event with Dan Pena	This doesn't sound good, xxxxxx Can you,xxxxxx and me have a chat, perhaps with xxxxxx from the Guild as well.
07/01/2022	11:14	Exeter University Staff Member/s	Exeter Guild	FW: 19.01.2021 Public Speaking Society Event with Dan Pena	I am just looking at the risk assessment for the below have discussed with xxxxxxxx. I understand that there is a meeting coming up to review this, in preparation, please could you confirm the below? Have the students seen the footage from the links below in addition to the links that they have included within their risk assessment? • Research Shows Being a Jerk at Work Doesn't Pay Off (mensvariety.com) – collated footage by Men's Variety magazine within an article titled "Here's why you shouldn't be a jerk at work" • DAN PENA HIGHLIGHTS - UNIVERSITY OF GREENWICH - YouTube – footage from a talk at University of Greenwich in 2019 (as shared within TEAMS group for review) The detail in the mitigation section does not go into detail on how the speaker would be managed should he cross the line, or how attendees would be supported if they are impacted by his comments. Is there any more detail on this?
19/01/2021	14:19	Exeter University Staff Member/s	Exeter University Staff Member/s	Draft communication to Public Speaking Society	Further to our meeting yesterday, please find attached a draft letter to the Public Speaking Society for comment. I will also discuss with xxxxxxxx at our xxxxx tomorrow.
04/02/2022	14:41				Legally Privileged
04/02/2022	15:28				Legally Privileged
09/02/2022	08:25	Exeter University Staff Member/s	Exeter University Student/s	Re: Query on risk-assessment for upcoming event	Thank you so much for your email. I've spoken to xxxxx and am aware you have picked this up with them too. Can we firstly just say a huge thank you for all the careful due diligence you are doing around this event, it's so appreciated. In light of your genuine concerns, I'm wondering if xxxxxxxx might be the best person to offer you some advice – I've copied xxxxx in here (thanks xxxxxx.) I've also copied xxxxxxxx in, who I feel may want to be aware of this event from an Estate Patrol perspective. I know within both of their teams there will be someone who can offer you advice RE risk assessments. If there is anything we can do to help move this along then please just do say.
09/02/2022	08:55	Exeter University Student/s	Exeter University Staff Member/s	Re: Query on risk-assessment for upcoming event	I thank you xxxx, Indeed xxxxx and I just want to make sure we do everything right to make this as close to a regular talk as we think it is. xxxxxxalso helped me with the risk assessment and prevent statement which I have emailed to the prevent team yesterday (as we eventually realised that's the procedure, is that correct?) xxxxxx, Thank you all.

09/02/2022	16:36	Exeter University Staff Member/s	Exeter University Student/s	RE: Query on risk-assessment for upcoming event	<p>Thank you for your e-mail and for completing the relevant risk assessments for the proposed event. I can confirm that the correct forms have been used.</p> <p>For reference, and in case this is of use, I have summarised below some additional risk mitigations that have been useful for past events on various topics:</p> <p>For in person face to face events:</p> <ul style="list-style-type: none"> • Having a separate entrance / exit available for the speaker if deemed appropriate, with potential use (by arrangement with the organisers) by others who may feel threatened • Setting out how individuals would be asked to leave if this was required (e.g. due to illegal and inappropriate behaviour/disorder), while acknowledging the freedom of speech aspect • Setting out how any resistance to a request to leave would be dealt with • Setting out the circumstances under which the meeting would be terminated in the event of material disorder, and how this would be managed • Setting out the arrangements made with security (and the police, where appropriate) for crowd control and/or public order immediately outside the venue <p>If there will be any attendance remotely via aps such as Zoom or Teams, additional guidance can be provided for mitigations that have worked in this context.</p> <p>I am afraid the University Estates Patrol team does not have the resources to provide individual security support for speaker events. It is normally the responsibility of the organisers to provide, if required, any general security they require via a 3rd party. We are able to support in terms of CCTV monitoring and can be called upon if a specific situation arises.</p> <p>The University can provide contacts for companies that other event organisers have used previously.</p>
10/02/2022	10:06	Exeter University Staff Member/s	Exeter University Staff Member/s	FW: Query on risk-assessment for upcoming event	<p>Re xxxxxs question below, I assume this would be the xxxx number? Thank you for your reply and for the suggestions of further mitigation. Shall we add them (or some of them) to the risk assessment and re-submit it?</p> <p>I don't think we would need to get police involved, or even private security, but the other suggestions are certainly useful. It is also good to know we can contact Estate Patrol in case something happens but I trust both xxxx and I should be able to deal with any tensions without them escalating into anything serious.</p>
10/02/2022	12:02	Exeter University Staff Member/s	Exeter University Staff Member/s	RE: Query on risk-assessment for upcoming event	<p>That's correct xxxx</p> <p>xxxxxxxxxxxxx. When you mentioned it previously I had thought it was off campus. I assume the SG failed to inform the society who then thought it was ok to proceed?</p>
10/02/2022	19:50	Exeter Guild	Exeter University Staff Member/s	Cancelled Dan Pena event	<p>Further to MSAG meeting this morning, the Guild has now received a legal opinion confirming the position that Duty of Care should take precedence over Freedom of Speech. As such it will not be going ahead on or off campus and xxxxxs is liaising with xxxxxx re both the management of this particular event with the students, and review of processes more widely.</p> <p>It's unfortunate that the event was promoted as the society were aware the event was still pending review, something which we'll address with them - seems likely that students may have misconstrued acceptance of the booking as a form of approval.</p>
11/02/2022	09:37	Exeter University Staff Member/s	Exeter Guild	RE: Cancelled Dan Pena event	<p>I have caught up with xxxxxx on the below, and xxxxx keen to get a meeting in the library for as early as possible next week to work this through. Please could you ensure that myself, xxxxxxxx are in attendance?</p> <p>Are you also able to confirm how the students made the booking for the Alumni Auditorium – was this through the room booking portal, or did they speak to a team to make the booking? This space should not be bookable for external speaker events, so I will also need to investigate this.</p>
15/02/2022	13:54	Exeter University Staff Member/s	Exeter University Staff Member/s	Dan Pena	<p>Can I just confirm that we are clear there is real evidence (e.g. on line videos etc) of Dena Pena making comments about people killing themselves and also mocking “the weak” and vulnerable.</p>
15/02/2022	13:58	Exeter University Staff Member/s	Exeter University Staff Member/s	RE: Dan Pena	<p>I'm just going in to a meeting with xxxxxxxxxx, may not have time to dig it out before the meeting later, will see what I can do...</p>
15/02/2022	14:57	Exeter University Staff Member/s	Exeter University Staff Member/s	Evidence for the Public Speaking Society Review of event to be held on 1st March	<p>The appendix following the agenda for the meeting includes links to the videos and an overview of the evidence. The event with the gun is under the heading that I've highlighted in red font. This is footage from workshops that he holds at his home in Scotland, and is posted to YouTube, easily accessible.</p>

15/02/2022	17:54	Exeter University Staff Member/s	Exeter University Staff Member/s	RE: Exeter Public Speaking Society- Dan Pena Guest Speaker Event	es, xxxx. We had a meeting this xxxxx with the Guild and the PSS. The event was subject to review by the University's Speakers and Events Review Panel on 18 Jan and the University felt strongly that it could not go ahead because of Mr Pena's abusive and threatening approach, which included encouraging "the weak" to commit suicide. There were significant health & safety concerns. xxxxxx xxxxxx They have now managed to sell out the Auditorium and we are faced with a significant problem. I am talking to xxxxx in the morning about next steps and the position of the University may change. Can I suggest that xxxxx does not respond until I have spoken to xxxx and agreed a way forward.
16/02/2022	07:21	Exeter University Staff Member/s	Exeter University Staff Member/s	Speaker and Events Review Panel	Is there a formal right of appeal against a decision of the panel?
16/02/2022	08:27	Exeter University Staff Member/s	Exeter University Staff Member/s	RE: Speaker and Events Review Panel	Yes there is, section 7 of the policy (UoE_Speakers_and_Events_Policy.pdf (exeter.ac.uk)), pasted below for reference: Appealing a Refusal Decision 7.1 Individuals have the right to appeal a refusal decision. An appeal must be submitted to Prevent.exeter.ac.uk by the principle organiser, stating the basis for the appeal. 7.2 The principle organiser should provide evidence to substantiate their assurance that the event/speaker should not be refused. 7.3 TA review will be undertaken by a nominee of the Provost, independent from the initial review panel. 7.4 A further decision will be provided in writing. If the event/speaker is still refused, the reason for the decision will be stated in the response.
16/02/2022	08:55	Exeter University Staff Member/s	Exeter University Staff Member/s	Speaker and Events Panel Decision - appeal	We need to consider an appeal that is likely to be made by the Guild's Public Speaking Society against a decision of a University Speakers and Events Review Panel to refuse permission to allow the American "motivational speaker" Dan Pena to talk at the University on 1st March. The link to the Speaker and Events Policy is here: UoE_Speakers_and_Events_Policy.pdf (exeter.ac.uk) We have serious concerns about Mr Pena from a health and well-being perspective. I am – after a meeting with the Guild and the PSS where further mitigations were discussed - I have agreed to reconsider the decision and talk with xxxxx. You can get a flavour of Mr Pena's approach here: DAN PENA HIGHLIGHTS - UNIVERSITY OF GREENWICH - YouTube Mr Pena has spoken at Oxford twice, and also at a number of American universities, and we are being told the subject of the talk at Exeter is focused on the skill of public speaking. xxxxx and I feel that an appeal is the best way to handle this, as there have been communication problems between the Guild and the PSS and the PSS have managed to book Pena into the Forum auditorium and sell it out, not realising the event was being considered by the Panel. As part of the appeal outcome, we will be seeking cast iron assurances around the content of the talk if it goes ahead. Under the terms of the appeal policy, the Provost is required to nominate an independent person to review the appeal. I would like to suggest that xxxxxxxx does this, but can I confirm you are happy before I speak to xxxxx, please.
16/02/2022	10:25	Exeter University Staff Member/s	Exeter University Student/s	Dan Pena Speaking Event	The Vice-Chancellor has asked me to respond to your e-mail to her dated 15 February 2022 regarding the proposed Dan Pena event. As I believe you are aware, there was a meeting on 15 February with the Guild, University representatives and Conor Erb to discuss the decision. As a result of these discussions, I agreed to consider how we can progress this matter, given that arrangements have now been made for Mr Pena to speak at the University on 1st March. I have now discussed next steps with the Registrar and Secretary, xxxxxxxx, and we have agreed that the Public Speaking Society should be given an opportunity to appeal the decision of the Speaker and Events panel not to allow the event to proceed under the terms of the appeal process set out in section 7 of the University's Speaker and Events policy, which can be found here: UoE_Speakers_and_Events_Policy.pdf (exeter.ac.uk). Once the appeal is received we will endeavour to progress the appeal as quickly as possible and provide a decision to you by early next week at the latest. Please let me know if you have any questions.
16/02/2022	13:18	Exeter University Student/s	Exeter University Staff Member/s	Re: Dan Pena Speaking Event	Thanks for your email and getting back to me. Below is our appeal regarding the event with Dan Pena: Following the Guilds official approval on the 15/11/2021 sent to both myself and the Pena team (confirming the event could go ahead). Myself and my team have collectively devoted 100's of hours and resources. Having received confirmation from the Guild officially 13 weeks ago, Mr Pena and his team invested greatly in the talk. xxxxxxxxxx In our communication with Mr Pena's team, we have repeatedly discussed on calls with their team the importance of the content of his talk. We would happily jump on another one with them to discuss this further. He has great experience talking at the most prestigious universities internationally such as Princeton, Harvard, and Oxford where the content has been tailored to a university audience, the University of Exeter needs to be no different. We plan on setting up another call with his team regularly before the talk to ensure the content is appropriate. As a university, there have been many examples of opinionated and divisive speakers, but these are tailored to university guidelines in the same way we are doing with Mr Pena. All attendees are above 18 and are actively signing up for the event. Regarding the universities policies on freedom of speech, he actively meets the guidelines required. • xxxxxxxxxx xxxxxxxxxxxx 12 months ago, the Public Speaking Society didn't exist. We now have 200 members, and our most high-profile speaker event has 400 sign ups. We managed to agree a talk with the speaker our members wanted the most, free of charge. This is a once in a lifetime opportunity for attendees to see, in-person, one of the most renowned speakers globally, at their university. We completely understand the complexities that come with this talk. However, I strongly urge for the university to reconsider their decision to decline the event for the good of the attendees. I greatly thank you for your time considering this and look forward to hearing from you as soon as possible.
16/02/2022	13:40	Exeter University Staff Member/s	Exeter University Staff Member/s	RE: Dan Pena Speaking Event	Thank you for the e-mail. The Provost has asked xxxxxx, our xxxxxxxxxx, to review the appeal. I will therefore pass your e-mail onto him, and he may be in contact with you if there are any other questions.

16/02/2022	13:43	Exeter University Staff Member/s	Exeter University Staff Member/s	Dan Pena Speaking Event	This is the appeal from xxxxxx, president of the PSS. Let me know if you want anything from me. And feel free to talk to xxxxxx (or the Guild) as you see fit.
16/02/2022	14:56	Exeter University Staff Member/s	Exeter University Staff Member/s	RE: Dan Pena Speaking Event	Thanks very much indeed xxxxx, and thanks also for your tour de force of the Freedom of Speech legislation earlier – xxxxxxxx I'd like to see the original decision which was communicated (when the event was cancelled), and also the original risk assessment – who should I ask for that? And also I'll want to see the 'contract' – or whatever has been agreed – with the speaker's team with regards to the speaker's expectations, video recordings/streaming, image rights, agenda for the event, number of reserved seats, chairing, Q&A, permitted vocabulary, etc. Some of this may be pedantic, but the detail is important: on the speaker's website it states that "His seminars and talks have been sponsored by various universities worldwide (e.g. Oxford University, University of Pennsylvania, University of Toronto, US Naval Academy, Jagiellonian University, University College London, University of Greenwich, University of Edinburgh, University of Kentucky, Boston University, among others)". xxxxxxxxxxxx xxxxxxxxxx
16/02/2022	16:31	Exeter University Staff Member/s	Exeter University Staff Member/s	PSS event with Dan Pena - appeal outcome	Please find attached the outcome of the appeal against the decision of the University Event Approval Panel held on 18 January 2022.
16/02/2022	17:41	Exeter University Staff Member/s	Exeter University Staff Member/s	RE: Dan Pena Speaking Event	xxxxxxxxxxxx Let me know when you would like to discuss.
17/02/2022	08:37	Exeter University Staff Member/s	Exeter University Staff Member/s	RE: Dan Pena Speaking Event - confidential	The original risk assessment is attached, as the letter was proposed to send to the PSS, but which was never sent, as by the time the Guild had agreed to allow it to go, PSS had made arrangements re: the Auditorium and the event on 1 March 2022. xxxxxxxxxxxx xxxxxxxx it will probably be necessary to discuss the "contract" and what has been agreed with Mr Pena's team with the President of the PSS, xxxxxxx. His e-mail address is: xxxxxxxx You may also wish to look at the Guild external speaker framework, because this should have informed the risk assessment process before it came to the University. This is here: Guild-External-Speaker-Framework-2021.pdf (exeterguild.org) The person at the Guild responsible for the Framework is probably xxxxxxx. xxxxxxxxxxxx Let me know if you need anything else.
20/02/2022	22:21	Exeter University Staff Member/s	Exeter University Staff Member/s	RE: Dan Pena Speaking Event - confidential	Please find attached my proposed response to the review of this event, and please do share with the Registrar or others at the Guild if you think it would be helpful – one of my recommendations has an action for the Guild to review the draft Content Advisory notice which the society has provided. I'm happy to edit appropriately. I said to the society that I would hope that the University got back to them on Monday or Tuesday this week. I know you will be only too aware, but I would also like to make a separate, but formal, recommendation to review the process here (again) – as it just seems as if this should have been caught much, much, earlier than at the 11th hour.
21/02/2022	08:46	Exeter University Staff Member/s	Exeter Guild	Event Approval Panel - appeal	Attached is the outcome of the appeal by the Public Speaking Society against the decision of the Event Approval Panel held on 18th January 2022. Please note recommendations 1 and 4, which impact on the Guild. I will also share the outcome with xxxxxx.
21/02/2022	08:47	Exeter University Staff Member/s	Exeter University Student/s	PSS event with Dan Pena - appeal outcome	Please find attached the outcome of the appeal against the decision of the University Event Approval Panel held on 18 January 2022.
21/02/2022	09:10	Exeter University Student/s	Exeter University Staff Member/s	Re: PSS event with Dan Pena - appeal outcome	Thanks for sending this over. We look forward to hearing the official outcome verdict now the appeal has been completed.
21/02/2022	16:07	Exeter University Staff Member/s	Exeter University Staff Member/s	Dan Pena Event	I am spoken to xxxxx this xxxxx and he has, following consideration of the report from xxxxxx, agreed that the Dan Pena event due to be held in the Auditorium on 1st March 2022 can proceed, subject to compliance with the mitigations set out in the report. xxxxxxxx the links that the report asks to be included in the content advisory notice to be removed and replaced with a link to Dan Pena's website, but is content with the other proposed mitigations. xxxxxxxxxxxx
21/02/2022	16:31	Exeter University Staff Member/s	Exeter University Staff Member/s	PSS event with Dan Pena - appeal outcome	Please find attached the outcome of the appeal against the decision of the University Event Approval Panel held on 18 January 2022.
21/02/2022	16:32	Exeter University Staff Member/s	Exeter University Student/s	Dan Pena Event	Further to my earlier e-mail, I am writing to let you know that xxxxxx, the xxxxxxxx of the Event Approval Panel, has now considered the report provided by xxxxxx relating to your appeal against the decision of the Event Approval Panel held on 18th January 2022. After considering the report and its recommendations, the xxxxxxxx has agreed that the proposed Dan Pena speaker event may go ahead on 1st March 2022, but only on condition that the mitigations set out in the report are followed. With regard to the proposed content advisory notice for attendees, the xxxxxxxx has asked for the links to the speaker events held at the University of Greenwich and the University of Oxford to be removed and to be replaced with a link to the Mr Pena's website.

21/02/2022	16:42	Exeter University Staff Member/s	Exeter University Staff Member/s	Dan Peña Event	xxxxxx for info.
24/02/2022	10:50	Exeter University Staff Member/s	Exeter University Staff Member/s	Climate Change Denier Dan Peña coming to the University	xxxxxxx to raise awareness of Challenges, and during my conversations I was made aware of a climate change denier and multi-billionaire gas profiteer coming to the University during Go Green Week to give a talk. He is well known for spreading misinformation regarding climate change. I wanted to let you know, as this is related to your academic work and may also be of personal interest to you. The link to the free event is here if you wanted more information, xxxxxxxxxxxx
24/02/2022	12:08	Exeter University Staff Member/s	Exeter University Staff Member/s	FW: Climate Change Denier Dan Peña coming to the University	xxxxxxxxxx I have just been alerted to the fact that a climate sceptic (Dan Peña) is being given a platform to speak in The Alumni Auditorium on 1st March Having looked at the you-tube link of this person swearing at members of an audience, xxxxxxxxxxxx xxxxxxxxxx
24/02/2022	12:58	Exeter University Staff Member/s	Exeter University Staff Member/s	Fwd: Climate Change Denier Dan Peña coming to the University	Thanks for your message xxxx. I received this news in an email from xxxxxx this morning. I noted that xxxxxx had been copied in. xxxxxx oversees that correct policies and processes have been followed. xxxxx could you update us please?
24/02/2022	13:44	Exeter University Staff Member/s	Exeter University Staff Member/s	Re: Climate Change Denier Dan Peña coming to the University	Many thanks. xxxxx my apologies – I hadn't realised your role with respect to this event. I'm not familiar with the procedures for accepting public speakers on campus, so I'd be especially interested to hear how we have ended-up giving this person a platform in the Alumni Auditorium.
24/02/2022	14:28	Exeter Guild	Exeter University Staff Member/s	Dan Pena Event- Sustainability Group Action	xxxxxxxxxx xxxxxxxxxx We are aware that the Public Speaking Society are hosting an event on 1 March with Dan Peña. This event went through the joint Guild and University External Speaker Framework and was approved under the freedom of speech guidance. Whilst the topic of the event is focussed on effective communication skills within business, we understand and acknowledge that views previously shared by the speaker at this event do not necessarily align to values around sustainability and the importance of tackling the climate emergency, shared by many students. As your Students' Guild, we support freedom of speech. We want to foster an environment where our members can participate fully, feel able to question and challenge, express new ideas, discuss controversial and or unpopular opinions within the law- all without fear of intolerance or discrimination. We are committed to the principle that both debate and deliberation should not be suppressed, and we encourage and support our members to engage, within the law, in both a constructive and responsible manner to contest any ideas they oppose openly and vigorously. The role of the Guild is to facilitate student-led groups to do this through the organisation of events and activities, the timing and delivery of these being determined by our students. We also acknowledge that students have the right to direct action including protest in a safe way, and the Guild can work with you to facilitate this, including through template risk assessments and guidance. We would like to reassure you that the Guild are committed to embedding sustainability in everything we do at the Guild and want to empower students to create positive change at the University, within the local community, and beyond. We hope this is demonstrated through our contributions to Go Green Week, work with the Student Sustainability Alliance, and signing up to the Green Impact accreditation scheme for students' unions delivered by SOS-UK.
24/02/2022	14:40	Exeter University Staff Member/s	Exeter University Staff Member/s	fw: Urgent action required: Dan Peña, billionaire oil and gas profiteer, to give talk at	Good afternoon, The below email has been forwarded to me and I wanted to share with you for information (apologies someone may already have forwarded this to you). xxxxxxxxxxxxxx

24/02/2022	14:47	Exeter University Staff Member/s	Exeter University Staff Member/s	2. Urgent action required. Dan Peña has a billionaire oil and gas profiteer, to give talk at	Thanksxxxxx for flagging this. I am aware that xxxxxx has proposed a potential way forward to xxxxx,xxxxx for their consideration and we don't want to cut across that, and that xxxxx has looped xxxxx into that conversation so it can be taken forward. xxxxx – just to alert you to the additional line that xxxxxxxx notes inxxxxxx latest email. We will make sure someone reaches out to xxxxx in due course, thanks for flagging this to us.
24/02/2022	18:38	Exeter University Staff Member/s	Exeter University Staff Member/s	Speaking Event	<p>Thank you for the emails relating to the talk by Dan Peña that is due to take place in the Auditorium on 1st March 2022.</p> <p>The talk has been organised by the Public Speaking Society (PSS), which is a student society affiliated with the Guild.</p> <p>The event was the subject of a risk assessment undertaken by the PSS using the Guild's event approval processes. The event risk assessment was also shared with the University.</p> <p>The University raised significant concerns about the approach taken by Mr Peña in his presentations, especially the use of abusive language (as noted by xxxxxxxx).</p> <p>Given these concerns, a University Event Approval Panel was held, chaired by the Registrar and Secretary. The panel's initial decision was to reject the event on the grounds of safety, but, following appeal by the PSS and an independent review of the proposal, further stronger mitigations were agreed and the event was approved.</p> <p>While Mr Peña's views and approach are controversial, they are not illegal and we would only seek to prevent an event going ahead were there were safety concerns or the potential for illegal speech as defined by relevant legislation. Also, the focus of Mr Peña's talk will be on climate speaking in line with the interests of the PSS. The University is under a legal obligation to protect freedom of speech, and while this can be restrained where speech is clearly outside of the law, we do not seek to prevent someone speaking because their views are controversial or offensive or at odds with the University's values. Mr Peña has spoken at a number of other UK Universities, including twice at Oxford. We discussed his approach with colleagues at Oxford when crafting stronger mitigations with regard to the language that will be permitted and also took external legal advice.</p> <p>While I am sorry that his presence on campus has raised this further concern, I can confirm that the correct procedure was followed in reaching the decision to allow the event to go ahead.</p>
25/02/2022	12:52	Exeter Guild	Exeter University Staff Member/s and the Guild	Dan Pena event - 1st March 22	<p>I'm getting in touch to provide an update in relation to the upcoming Dan Pena event hosted by the student-led Public Speaking society on Tuesday 1st March.</p> <p>As you may or may not be aware, both the University and the Guild have received emails from a student society regarding the Dan Pena event, primarily raising concerns from a sustainability point of view in relation to past comments made by the speaker in relation to climate change. There has been social media engagement along the same lines as well as beginning to raise concerns more broadly about the nature of the speaker, and it's worth flagging that there seems quite a bit of involvement by a number University of Exeter staff in the correspondence we have received.</p> <p>The Guild have already been liaising with University colleagues regarding comms responses, and we have provided a response to the student society outlining that the event has gone through relevant speaker frameworks and approved under the freedom of speech guidance.</p> <p>We are now anticipating an increased likelihood of protest in response to the event on Tuesday. We have informed the Public Speaking Society as event organisers, and are attempting to liaise with the student group likely to lead on any protest activity, to determine the nature of any action and ensure we can facilitate appropriate risk assessments and support from the Guild. @xxxxxxxx xxxxxxxxxx</p> <p>Hopefully this is a useful summary to keep relevant stakeholders up to date. Let us know if you have any questions.</p>
25/02/2022	13:01	Exeter University Staff Member/s	Exeter Guild and Exeter University Staff	Re: Dan Pena Event - 1st March 2022	Thanks for the update,xxxxxx. I have discussed with xxxxx. We are now concerned about securing the venue and would like to discuss this with you. It has been suggested we meet 9.00am on Monday morning.
26/02/2022	16:16	Exeter University Staff Member/s	Exeter University Staff Member/s	Peña talk Tuesday 1st March - hate speech, racism, physical threats.	<p>I have received this e-mail today (see below). Please also note the implied threat at the end in the context of security.</p> <p>xxxxxx is also involved, having been sent a number of protest e-mails from academics involved in climate change research. (xxxxxI will forw ard xxxxxxxx e-mails separately, as we will need to think about comms).</p> <p>I have to attend another meeting with the xxxxxxxx on Monday morning, so cannot attend the meeting with the Guild at 9.00am. My meeting starts at 8.45am, but can talk from 8.00am to 8.30am, if this would help.</p> <p>xxxxxx is pressing to know the process we have followed and I have responded in an earlier e-mail. I have also previously responded to xxxxx and xxxx.</p>
27/02/2022	08:46	Exeter University Staff Member/s	Exeter University Staff Member/s	Meeting with Guild	<p>Can I ask if you might be able to join a meeting due to be held at 9.00am on Monday to discuss the Dan Pena event.</p> <p>I am afraid that there have been multiple complaints now about the decision to allow the event to go ahead and threats of protest and disruption.</p> <p>xxxxxxxxxxare meeting with the Guild at 9.00am to discuss next steps. I cannot attend due to another meeting. I wonder if you might be able to attend also?</p> <p>xxxxxxxxxx. There have also been e-mails to the Provost from academics researching in the area of climate change.</p>

27/02/2022	09:43	Exeter University Staff Member/s	Exeter University Staff Member/s	Climate change denier, Dan Peña, to talk at the University of Exeter, 1 March	<p>I'm sorry for the email on a Sunday, which I really, under normal circumstances, try to avoid; for the obvious reasons. For this I think it's important to make an exception.</p> <p>Dan Peña is scheduled to talk at the University of Exeter (at Streatham) on Tue, 1 March.</p> <p>https://www.eventbrite.co.uk/e/dan-pena-talks-at-university-of-exeter-2022-registration-257962180827</p> <p>His official website https://www.danpena.co.uk/</p> <p>He seems to reside in Scotland at the moment.</p> <p>He's publicly said that climate change is the biggest fraud in history.</p> <p>https://twitter.com/danspena/status/1432963941378953216?lang=en</p> <p>https://www.youtube.com/watch?v=m0sY2tjmr_Y</p> <p>https://www.politifact.com/factchecks/2021/apr/26/instagram-posts/no-home-mortgages-dont-prove-climate-change-scam/</p> <p>If this YouTube is anything to go by, then his 'debating qualities' are very much questionable.</p> <p>https://www.youtube.com/watch?v=QHxauhxtYtk</p> <p>There is currently a student organised petition that calls for his talk to be stopped</p> <p>https://www.change.org/p/students-and-student-s-guild-stop-dan-pe%C3%B1a-the-billionaire-polluter-and-climate-change-denier-speaking-at-exeter-uni</p> <p>I'm simply alerting you to this. I don't know what exactly to do here, xxxxxxxx</p>
27/02/2022	12:43	Exeter University Staff Member/s	Exeter University Staff Member/s	Informing you about the	<p>Apologies for an email on Sunday afternoon. I usually don't do that, but this is urgent and relevant in my view, and I thought you should be informed too.</p> <p>On Friday evening I have been informed by a group of concerned students, that our initiative on sustainable food initially planned for next week Tuesday evening had to be postponed because they were protesting against an event organised by the Student's Guild. Please see details below.</p> <p>I took some time to retrieve some more information and students are also collecting overwhelming evil. The invited speaker is unquestionably a climate change denier and promotor of racist, sexist, bullying and violent behaviour. xxxxxxxxxxxx</p> <p>xxxxxxxx</p>
27/02/2022	13:05	Exeter University Staff Member/s	Exeter University Student/s	Re: Protests against Dan Peña Speaking at the University	<p>Apologies for a Sunday email. I am sure you are already aware of this, but in case you are not: likely student protests around Dan Peña's visit and speech.</p>
27/02/2022	13:34	Exeter University Staff Member/s	Exeter University Staff Member/s	Re: Protests against Dan Peña Speaking at the University	<p>Can we discuss urgently tomorrow morning please? xxxxxxxx</p>
27/02/2022	13:49	Exeter University Staff Member/s	Exeter University Staff Member/s	Re: Protests against Dan Peña Speaking at the University	<p>There is a lot of background to thisxxxx so it would be good for us to discuss tomorrow morning as you say.</p> <p>There are risks around the event going ahead but equally with seeking to stop it so we will need to reflect carefully on that.</p>
27/02/2022	15:09	Exeter University Staff Member/s	Exeter University Staff Member/s	Re: Protests against Dan Peña Speaking at the University	<p>xxxxx has been handling this...</p> <p>xxxxxxxx</p>
27/02/2022	16:03	Exeter University Staff Member/s	Exeter University Staff Member/s	Urgent: Event Referral Panel for 1st March (Dan Pena)	<p>Apologies for me email at the weekend. A student has reached out to me with concern regarding an event being held on 1st March which appears to meet the requirements for an Event Referral Panel. Due to the sort timeframe available, I am emailing now.</p> <p>The event concerned is being organised by the Public Speaking Society (Students' Guild), taking place in the Alumni Auditorium at 3:30pm on Tuesday 1st March. A link to the Eventbrite page can be found here.</p> <p>The student had initially contacted me regarding Pena's views on climate change and I advised the student to contact the Students' Guild. Since then,xxxxx</p> <p>Furthermore, the group of students have expressed that they will be taking direct action including the potential occupation of spaces on campus on both Monday 28th and Tuesday 1st to force a reconsideration of the event. As such, xxxxxx this also requires the convening of the Event Referral Panel.</p>

27/02/2022	17:09	Exeter University Staff Member/s	Exeter University Staff Member/s	RE: Protests against Dan Peña Speaking at the University	xxxx has most of the key background detail on this and has been involved in the discussions, so probably worth talking to xxxxxx. Happy to provide more detail if you require.
27/02/2022	21:45	Exeter University Student/s	Exeter University Staff Member/s	Urgent meeting - Peña talk.	Due to the urgency of this matter we require a meeting at the earliest possible time. There is a risk of direct action by students if the event is not cancelled at the earliest possible time tomorrow. XXXXXXXXXXXXX
28/02/2022	07:52	Exeter University Staff Member/s	Exeter University Staff Member/s	RE: Urgent meeting - Peña talk.	The meeting I organised with xxxxx etc. is at 10:00am.
28/02/2022	09:20	Exeter University Staff Member/s	Exeter University Staff Member/s	RE: Urgent: Event Referral Panel for 1st March (Dan March)	In response to xxxxxx email below and an online petition that has been brought to my attention via another source - https://www.change.org/p/exeter-university-and-student-s-guild-stop-dan-pe%C3%B1a-the-billionaire-polluter-and-discriminatory-hate-speech-on-our-campus I would appreciate your views please. Do we know if this event is one that the University were already aware of? Has a risk assessment been completed? xxxxxxxxxxxxxx
28/02/2022	09:42	Exeter University Staff Member/s	Exeter University Staff Member/s	FW: Peña talk Tuesday 1st March - hate speech, racism, physical threats.	Comment about the Dan Pena event tomorrow grew in social media yesterday. xxxxxxxx. I am not aware that there has been any change of plan relating to the event. xxxxxx email attached sets out the University position and should be helpful in terms of having a statement should we need one. xxxxxxxxxxxxxx
28/02/2022	10:43	Exeter University Staff Member/s	Exeter University Staff Member/s	RE: Peña talk Tuesday 1st March - hate speech, racism, physical threats.	To add, apparently UEB have asked for xxxxx to chair a group to consider whether any additional comms to our community would be helpful at this stage. xxxxxx would either of you be able to join if and when called, later today I assume?
28/02/2022	10:44	Exeter University Student/s	Exeter University Staff Member/s	Dan Pena Event - UoE representative for event stop procedure	I have just come out from the meeting to review the event, and there is a request for a member of the University SLT to be in attendance for the event stop decision should it be required. xxxxxxxx will be attending from the Guild to support, xxxxxxxx has asked for someone along the lines of xxxxxxxx to also be there for the decision. xxxxxxxxxxxxxx xxxxxx has asked me to arrange the Senior PSLT colleague via you – do you have any thoughts on this? He and xxxxx will also be there, and they are asking for EP overtime to cover the event. Current timing is thought to be 6pm start, pending confirmation from the Guild.
28/02/2022	10:47	Exeter University Staff Member/s	Exeter University Staff Member/s	Re: Peña talk Tuesday 1st March - hate speech, racism, physical threats.	I can join any call if needed . Are the Guild also on standby for comms as its their event?
28/02/2022	10:55	Exeter University Staff Member/s	Exeter University Staff Member/s	RE: Peña talk Tuesday 1st March - hate speech, racism, physical threats.	xxxxxx is asking for something we can consider for inclusion in today's xxxx. Would you be able to have a go based on the last section of xxxxxx email? Sorry, I am in a meeting on xxxxx for next hour. Not sure xxx is right choice, but if we have to do it would be helpful to have some text prepared.
28/02/2022	11:31	Exeter University Student/s	Exeter University Staff Member/s	RE: Peña talk Tuesday 1st March - hate speech, racism, physical threats	I've just seen this on Instagram - https://www.instagram.com/p/Cag683XKDLh/ They are planning a protest in The Forum about this at 12pm.

28/02/2022	11:38	Exeter University Staff Member/s	Exeter University Staff Member/s	Protest Today on Campus - midday.	Stop Pena talks 1.03.22
28/02/2022	11:42	Exeter University Staff Member/s	Exeter University Staff Member/s	RE: Dan Peña	<p>We have previously agreed controls via the review conducted by xxxx(attached).</p> <p>Pena's team has confirmed he will not mention suicide. Guild liaising with the PSS.</p> <p>We need a SLT person on the ground to make the stop decision (if necessary).</p> <p>I am talking to xxxx at 1.30pm and will include this.</p> <p>xxxx is working on moving the event to the Peter Chalk centre, as it is easier to control.</p> <p>The anti-Pena group is planning a protest at 12noon – xxxxxx is aware – see attached also.</p> <p>There have also been threats to occupy the Auditorium, which is being factored into the planning.</p>
28/02/2022	12:08	Exeter University Staff Member/s	Exeter University Staff Member/s	FW: Dan Pena Event - UoE representative for event stop procedure	<p>Timings for the event have been confirmed as per the below. Do you have a view on who from the SLT should attend? I think that xxxxxx is expecting us to arrange this.</p> <p>5pm DP arrives on campus</p> <p>5:30-6pm Event starts but mainly people milling and being shown to seats</p> <p>6pm - 7:45pm Formal event start and Q+A</p>
28/02/2022	13:00	Exeter University Staff Member/s	Exeter University Staff Member/s	Dan Peña and Campus Events Policy	<p>We are writing to express our concern over the invitation of Dan Peña onto Streatnam Campus to speak with our student community. The reasons that he is an unsuitable speaker have been expressed very succinctly in this open letter, which has been signed by more than 400 people so far: Petition: Stop Peña, Stop hate speakers at the University of Exeter. Change.org.</p> <p>We generally agree with the University's and Guild's stance on freedom of speech as recently outlined in the Joint Freedom of Speech Policy. We note that the policy acknowledges that there is a "need, on occasion, to balance the right of freedom of speech against the need reasonably to protect the rights of others." Of great concern is that neither the University nor the Guild performed an appropriate risk assessment that highlighted the very obvious problems with this speaker. In the attached video, Dan Peña admits he used to hit and choke people at his public talks (at 36:45), that he sexually groped an attendee (at 52:45) and puts outright homophobic images on display during the talk. Further evidence can be found here.</p> <p>xxxxxxx</p> <p>xxxxxxx</p> <p>xxxxxxx</p> <p>We have discussed the University's policies around events for a number of years now, and we expect to hear that the processes for external speakers is being improved and that efforts are being made to ensure that Student societies are welcoming places for a diverse range of students. We are willing to offer support and further discussion about this.</p>
28/02/2022	13:16	Exeter University Staff Member/s	Exeter University Staff Member/s	anti Dan Pena students in NH reception	<p>Just to flag we (xxxxx and I) are with some very unhappy students in NH reception right now with some serious concerns RE the event tomorrow.</p> <p>They have signs and a foghorn – just FYI.</p>
28/02/2022	15:32	Exeter University Staff Member/s	Exeter University Staff Member/s	FW: Dan Pena Talk	<p>Please see note from xxxxxx below. I'm copying in xxxxx and xxxxx for awareness.</p> <p>xxxxxx – I assume there's nothing over and above the standard response you've shared for us to use to craft a response? As it's come into the Provost account I'll ask xxxxx to send a holding reply acknowledging receipt in the meantime, whilst I work on a fuller response.</p>
28/02/2022	15:35	Exeter University Staff Member/s	Exeter University Staff Member/s	RE: Dan Pena talk	<p>I've shared our proposed approach with xxxxxx. If they approve then the draft SLF note can be used as the basis for replying to correspondence.</p> <p>However, as xxxxx has a good relationship with xxxxxx it may be that a brief call to explain the background to the event, and the constraints we operate under, might be a good way forward?</p>
28/02/2022	19:15	Exeter University Staff Member/s	Exeter University Staff Member/s	Fwd: Dan Peña talk - failure to fulfill mitigating requirement (URGENT)	<p>xxxxxxx, I can see you've been copied into this, but I have copied the broader circulation. More escalation and Guild/xxxx will need support.</p>
01/03/2022	09:01	Exeter University Staff Member/s	Exeter University Staff Member/s	Public Speaking Society Event 1st March 2022 - information for SLG	<p>You may be aware that the Students' Guild's Public Speaking Society is due to hold an event on campus on the evening of 1 March, featuring guest speaker Dan Peña. There has been considerable commentary about this event over recent days and we are aware of the strength of feeling amongst colleagues and students. I am writing to give you some brief background should you be contacted by colleagues or students.</p> <p>The event has been organised and planned by the Students' Guild Public Speaking Society, and has been reviewed as part of our event approval process, with significant additional mitigations put in place as a result.</p> <p>While some of the speaker's views and approach are controversial, and run counter to the University's values, the University is fully committed to the protection of freedom of speech and academic freedom. This must be balanced with our duty of care to our colleagues, students and visitors, and our other legal requirements.</p> <p>Speakers and events play an integral role in our academic environment and can be valuable for our students and we support hundreds of such events each year. In doing so we seek to protect the right to debate openly and freely, and we will always seek to allow events to go ahead, providing they are within the law. Whilst doing so we will act according to our values and will always prioritise the wellbeing and safety of our community.</p>

01/03/2022	12:26	Exeter University Staff Member/s	Exeter University Staff Member/s	RE: Dan Peña and Campus Events Policy	<p>Thank you for your e-mail of 28 February regarding the Dan Pena speaker event.</p> <p>The talk has been organised by the Public Speaking Society (PSS), which is a student society affiliated with the Students' Guild.</p> <p>The event was the subject of a risk assessment undertaken by the PSS using the Guild's event approval processes, approved by the Guild and shared with the University.</p> <p>The University raised significant concerns about the approach taken by Mr Pena in his presentations, especially the use of abusive language.</p> <p>Given these concerns, a University Event Approval Panel was held, chaired by the Registrar and Secretary, and, following an independent review of the proposal, further, stronger mitigations were agreed and the event was approved.</p> <p>The mitigations agreed with the Panel and in subsequent discussions are as follows:</p> <ul style="list-style-type: none"> - A content advisory warning has been drafted and approved for use as per the recommendations of the review for this event, and there has been liaison with the Public Speaking Society to ensure that this mitigation has been adhered to. The group has responded that they have sent a new email reminder and published the content advisory warning on their event pages on social media and will also ensure printed copies will be available at the event. - Mitigations regarding hate speech will include an 'event stop' procedure jointly managed at the event by relevant Guild and University senior staff. This procedure will apply and be utilised as required throughout the talk and subsequent Q&A. - Also a briefing with the speaker will take place before the commencement of the event. - The PSS has also communicated with Mr Pena's team and agreed with him that his more extreme rhetoric will not be employed during the talk. - We have been liaising with the Public Speaking Society on mitigations relating to wellbeing, which will include the content advisory warning, printed resources at the event signposting attendees to wellbeing services, and potential follow up communications with attendees. The organisers are also looking at alternative break out rooms being available for attendees to use during the event if needed. <p>While Mr Pena's views and approach are controversial, they are not illegal and we would only normally seek to prevent an event going ahead where, after mitigation, there remained safety concerns or the potential for illegal speech as defined by relevant legislation. Also, the focus of Mr Pena's talk will be on communication in business in line with the interests of the PSS. The University is under a legal obligation to ensure freedom of speech, and while this can be restrained where speech is clearly outside of the law, we do not seek to prevent someone speaking because their views are controversial or offensive or at odds with the University's values. Mr Pena has spoken at a number of other UK Universities, including twice at Oxford. We discussed his approach with colleagues at Oxford when crafting stronger mitigations with regard to the language that will be permitted. These mitigations are part of the expectation that we will seek to balance the right to freedom of speech against its potentially negative impact on some members of our community.</p> <p>While I am sorry that Mr Pena's presence on campus has raised this further concern, I can confirm that the correct procedure was followed in reaching the decision to allow the event to go ahead.</p>
01/03/2022	13:12	Exeter University Staff Member/s	Exeter University Staff Member/s	Re: Public Speaking Society Event 1st March 2022 - information for SLG (sent on behalf of the Registrar)	<p>Many thanks for drawing our attention to this event today.</p> <p>Could I possibly ask for clarification for something in your email? As far as I can see, this invited speaker is not an academic in any sense https://www.danpena.co.uk. Indeed, his denial of climate change is un-scientific, not evidence-based, and scientifically wrong. xxxxxxxx</p>
01/03/2022	13:37	Exeter University Staff Member/s	Exeter University Staff Member/s	FW: Public Speaking Society Event 1st March 2022 - information for SLG (sent on behalf of the Registrar)	<p>Re the xxxxx, and if appropriate,xxxx and I can reach out to xxxxx to discuss, although understanding that may cut across steps already underway etc. Please do let me know if that might be helpful (or otherwise).</p>
01/03/2022	14:45	Exeter University Staff Member/s	Exeter University Staff Member/s	RE: Public Speaking Society Event 1st March 2022 - information for SLG (sent on behalf of the Registrar)	<p>Thank you for your email. I do appreciate the important points you make.</p> <p>xxxxxxx. The University played no part in the decision to select and invite this speaker.</p> <p>Our only duty in this situation was to assess the proposal for the event and to decide whether it is able to go ahead safely and within the law on our campus. Whilst it seems clear that this speaker's views and values do not align with ours, this is not a sufficient basis for us to prevent the event from going ahead.</p> <p>We share your concern at the long term, detrimental effect that climate change denial has had on our public discourse, but again, simply holding these views is not a sufficient justification for us to ban a speaker from our campuses. Our commitment to tackling climate change is clear and forms a central part of our strategy and the current proposals for organisational change. We aim to play an important role in creating a sustainable future, and finding effective ways to champion evidence-led science and tackle unfounded views is an important part of this challenge. We are keen to hear any and all views from you and our wider community as to how we can improve in this regard.</p> <p>I would like to assure you that we have worked with the Students Guild and insisted that additional measures are taken to ensure this event can be held safely and within the law.</p> <p>We will continue to keep our events and speakers approval processes under review and to consider ways better to align the events hosted on our campus with our values, whilst always valuing freedom of speech and academic freedom and the diversity of views that are vital to a healthy public debate.</p>
01/03/2022	16:46	Exeter University Staff Member/s	Exeter University Staff Member/s	RE: Is the venue Peter chalk tonight	<p>Yes - all sorted for tonight re: xxxxx. We are announcing this around now, for security reasons.xxxxxx leading on this - working closely with xxxxxxxx.</p> <p>They had a walk through earlier today.</p> <p>xxxxx attending at the venue. xxxxxon campus throughout.</p>